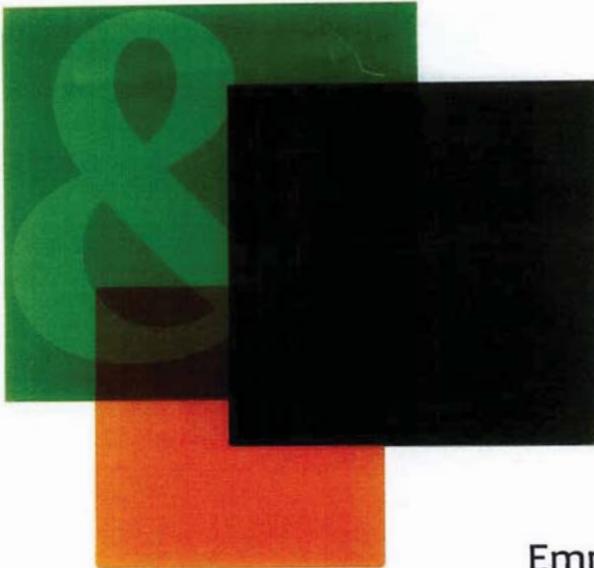


EXHIBIT 18

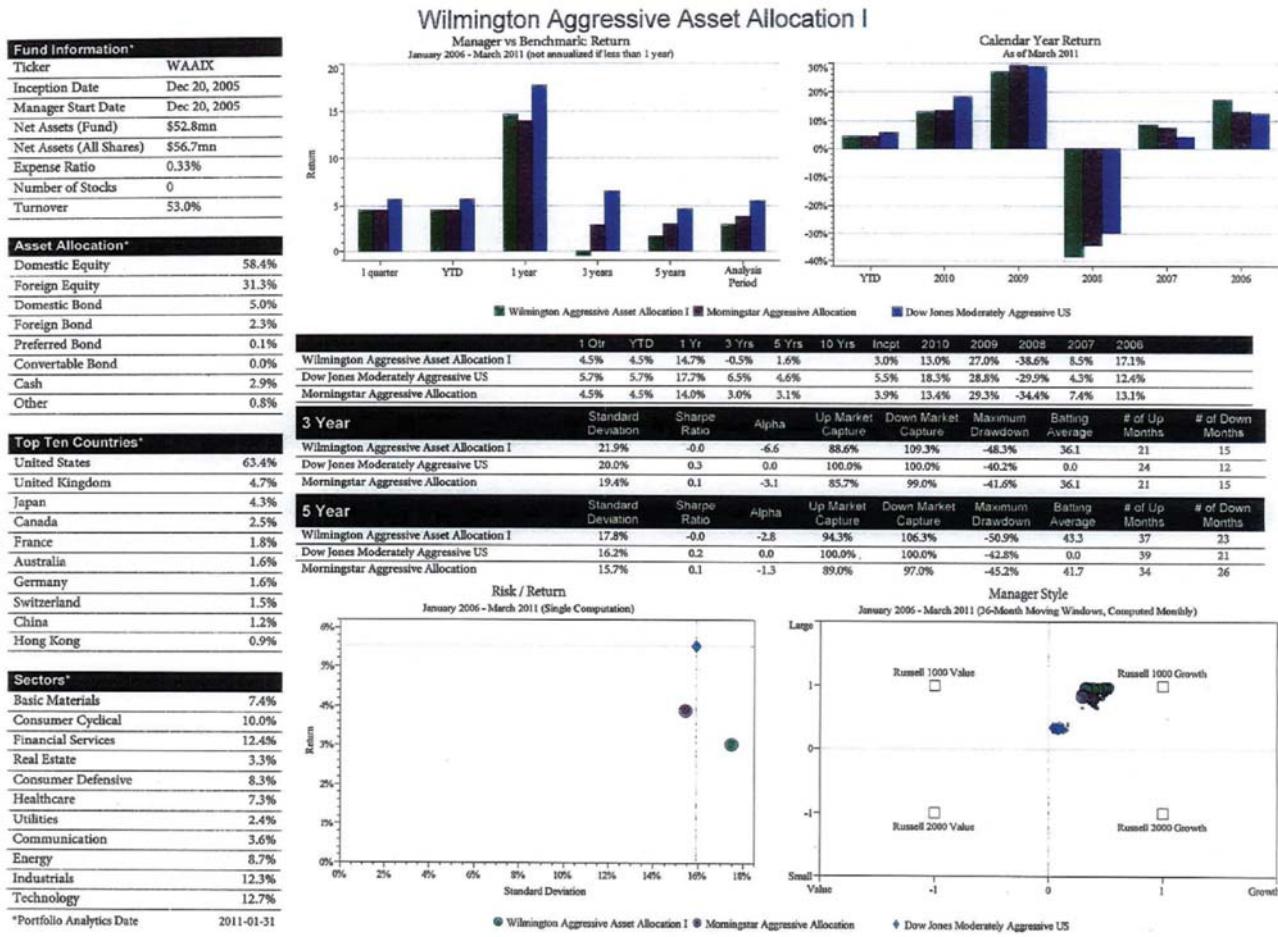


Attachment A

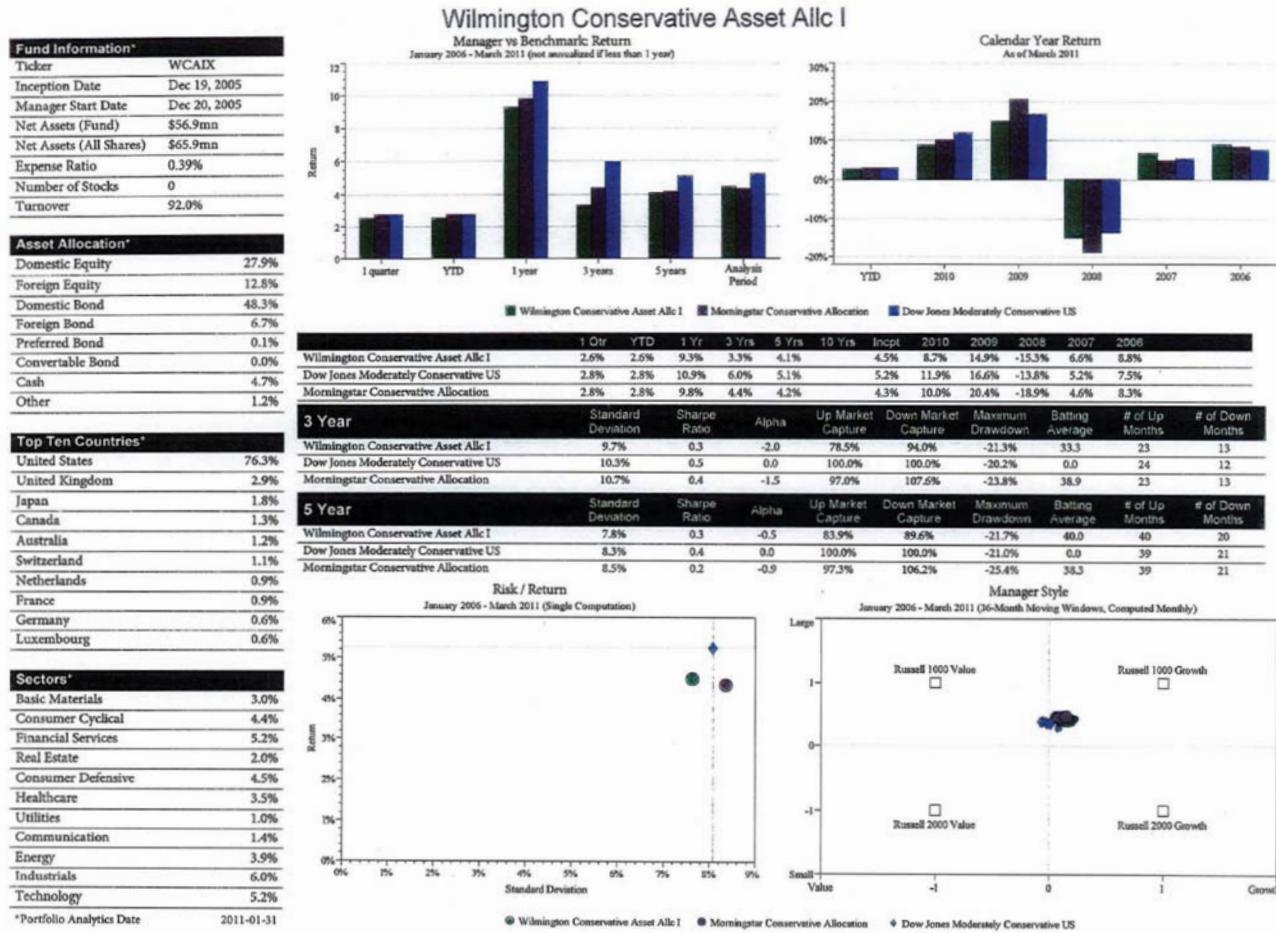
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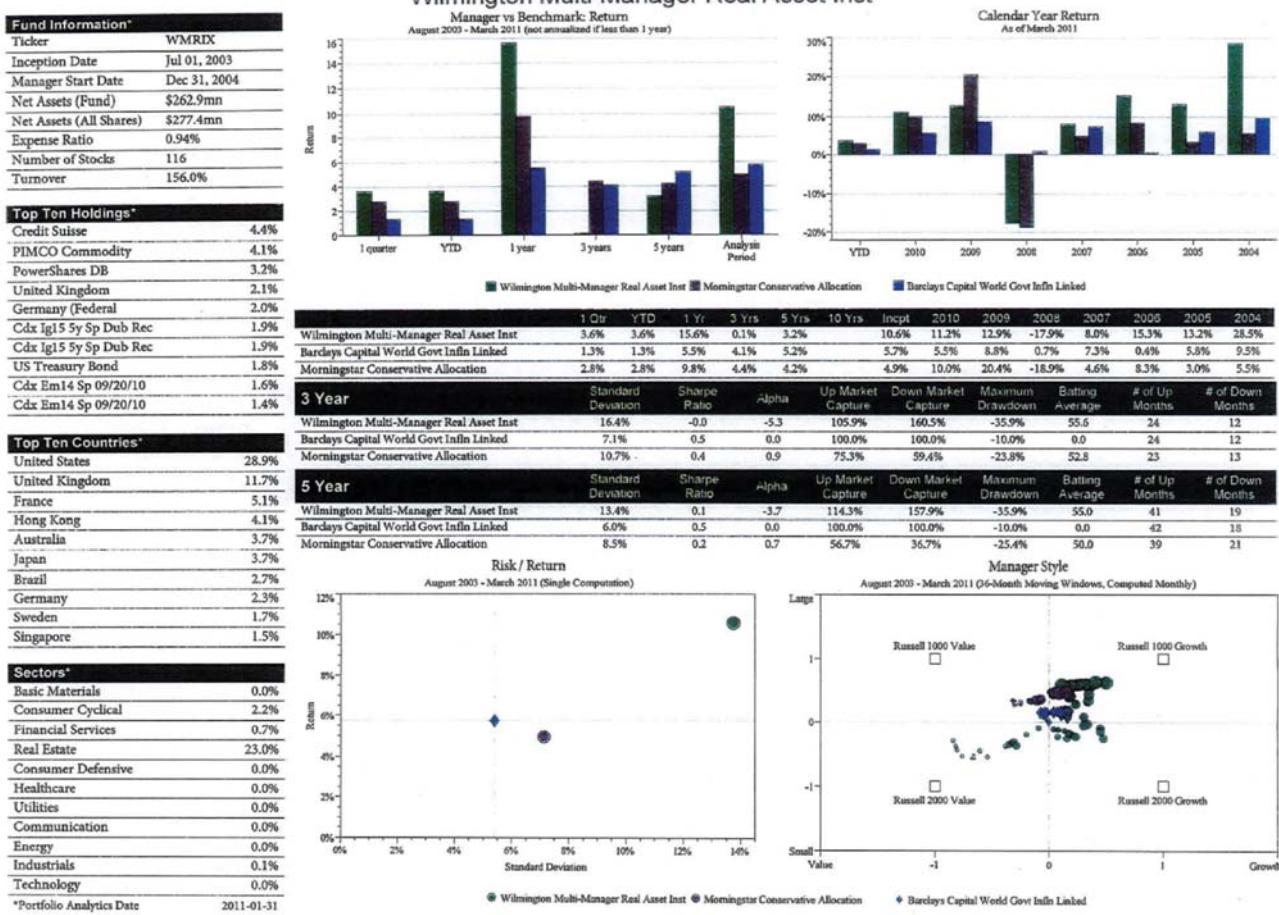
Employee Benefits Plans Committee
May 9, 2011

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